

# NPIP GCC

## Diversity Concerns

June 20, 2013

# General Conference Committee (GCC)

- Official USDA advisory committee
- Seven democratically elected members
- One member from each of six regions
- One member at large who is an NPIP participant
- Serve four year terms
- Charge is to advise the Secretary of Agriculture on matters related to poultry health
- One alternate member from each of six regions is also elected but does not have voting powers

# GCC Member Requirements

- None exist

Historical requirements include:

- Knowledge and experience in poultry matters
- Willing and able to work together with others
- Willing and able to attend meetings and serve
- Likable and recognizable enough to be elected by their peers

# GCC Election Process

- The regional committee members and their alternates will be elected by official delegates of their respective regions, and the member-at-large will be elected by all official delegates
- There must be at least two nominees for each position
- At least one nominee from each region must be from an underrepresented group (minorities, women or persons with disabilities)
- Voting will be by secret ballot

# GCC vs Other Advisory Committees

- Elected members vs appointed members
- Members require certain level of technical knowledge and expertise vs less technical committee members
- Smaller pool of qualified potential committee members
- Attempt to balance the committee to represent all stakeholder groups

# Current Challenge

- Civil Rights Department (CRD) first voiced concerns about the lack of diversity within the NPIP's GCC in 2000
- During every GCC Charter renewal process since then CRD has concluded that the GCC has a consistent lack of diversity that may have a potential adverse impact on underrepresented groups
- 2010 and 2012 GCC Charter renewals were issued with contingent approval from CRD
- CRD recommended that the Secretary appoint members as necessary to insure diversity of GCC

# Diversity

Merriam-Webster Dictionary:

“the inclusion of different types of people, as people of different races or cultures, in a group or organization”

# Diversity

GCC Dictionary:

“the inclusion of people from different industry segments, laboratories, universities and government agencies in a group or organization”



# GCC Committee Makeup

- Predominantly white males
- Few women
- Fewer people of color
- Few if any disabled members
- This reality does not satisfy unwritten diversity requirements of the Civil Rights department

# Proposed GCC Diversity Solution

- Guarantee underrepresented group representation via replacement of one regional member with new restricted member
- Reduce number of regions from six to five
- Add second member-at-large with restricted nominees from underrepresented groups only
- This proposal guarantees at least one of seven GCC members from underrepresented groups
- Requires change in 9 CFR Part 147.43
- Maintains democratic election process for all GCC members

# Bottom Line

- The Administrator has shown confidence in the GCC's ability to produce a more diverse leadership committee for NPIP going forward
- Our future is in our hands
- Goal is to deliver a more diverse GCC after the 2014 elections or be prepared to embrace a partially or completely appointed GCC committee in the future

# GCC Future Diversity Definition

- “the inclusion of people from different industry segments, laboratories, universities and government agencies **AND people of different races or colors** in a group or organization”

# Regions Up for Election in 2014

- **North Atlantic:** Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey and Pennsylvania
- **East North Central:** Ohio, Indiana, Illinois, Michigan and Illinois
- **Western:** Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada, Washington, Oregon California, Alaska and Hawaii
- **Member-at-large**

# How to Increase GCC Diversity

- Active recruitment of qualified candidates from underrepresented groups by NPIP staff and current GCC members/alternates is currently underway
- Such candidates are being encouraged to become involved in NPIP and to seek nomination to the GCC
- Outreach plans will be expanded and increased as necessary to achieve GCC diversity goals
- Recruitment materials will be made accessible to Limited English Proficiency (LEP) candidates as well as to persons with disabilities

GCC Future Diversity:

What Does it Look Like?

Thank you